

IN THE CLAIMS:

Claims 1-36. (Canceled)

Claim 37. (Currently amended) A method executed in a computer to form a development plan for an individual in an organization, the method comprising:

- (a) receiving an answer pattern for questions through an interface of the computer, obtaining capability information comprising a capability type in the organization and a capability amount by comparing the answer pattern with a determining table stored in a memory of the computer, wherein the determining table comprises a first conversion table associating the answer pattern with a business pattern comprising a business content and a business amount per a predetermined time period, and a second conversion table associating the business pattern with the capability information;
- (b) comparing the capability amount with a first predetermined criterion for the respective capability types, retrieving, as a strong capability type of the individual, the capability type that exceeds the first predetermined criterion;
- (c) accumulating the capability amounts of the respective individuals in the organization for the respective capability types, comparing the accumulated capability amount with a second predetermined criterion for respective capability types, retrieving, as a weak capability type in the organization, the capability type of the accumulated capability amount that falls below the second predetermined criterion;

- (d) specifying a record regarding a specific individual having the strong capability type that matches with the weak capability type in the organization under a database of the computer, wherein the database comprises a plurality of records of individuals,
- (e) forming the development plan of the specific individual, such that the development plan shows the strong capability type as a recommended capability type the specific individual needs to enhance;
- (f) outputting the formed development plan in a predetermined output form with an output device of the computer.

Claim 38. (Currently Amended) A method according to claim 37, the method further comprises obtaining a present capability information and a future capability information, retrieving a future strong capability type for the respective individuals and a future weak capability type in the organization, and retrieving the specific individuals having the future strong capability type that matches with the future weak capability type in the organization.

Claim 39. (Currently Amended) A method executed in a computer to select an individual to be supplemented for an organization, the method comprising:

- (a) receiving an answer pattern for questions through an interface of the computer, obtaining capability information comprising a capability type in the organization and a capability amount by comparing the answer pattern with a determining table stored in a memory of the computer, wherein the

determining table comprises a first conversion table associating the answer pattern with a business pattern comprising a business content and a business amount per a predetermined time period, and a second conversion table associating the business pattern with the capability information;

storing individual information associated with the capability information into a database of the computer;

- (b) comparing the capability amount with a first predetermined criterion for the respective capability types,  
retrieving, as a strong capability type of the individual, the capability type that exceeds the first predetermined criterion;
- (c) accumulating the capability amounts of the respective individuals in the organization for the respective capability types,  
comparing the accumulated capability amount with a second predetermined criterion for respective capability types,  
retrieving, as a weak capability type in the organization, the capability type of the accumulated capability amount that falls below the second predetermined criterion;
- (d) retrieving a specific individual information having the strong capability type that matches with the weak capability type in the organization from the database;
- (e) outputting a result of the step (d) in a predetermined output form with an output device of the computer.

Claim 40. (Currently Amended) A method according to claim 39, the method further comprises obtaining a present capability information and a future capability information, retrieving a future strong capability type for the respective individuals and a future weak capability type in the organization, and retrieving the specific individuals having the future strong capability type that matches with the future weak capability type in the organization.

Claim 41. (Previously Amended) A method according to claim 39, wherein the method holds the accumulated capability amount as a previous accumulated capability amount, re-executes the steps (b) and (c) after executing the step (e), and retrieves the progress of the capability in the organization base on the re-accumulated capability amount and the previous accumulated capability amount.

Claim 42. (Currently Amended) A method executed in a computer to select an individual to be moved from a first organization to a second organization, the method comprising:

- (a) receiving an answer pattern for questions through an interface of the computer, obtaining capability information comprising a capability type in the organization and a capability amount by comparing the answer pattern with a determining table stored in a memory of the computer, wherein the determining table comprises a first conversion table associating the answer pattern with a business pattern comprising a business content and a business

amount per a predetermined time period, and a second conversion table  
associating the business pattern with the capability information;

- (b) comparing the capability amount with a first predetermined criterion for the respective capability types,  
retrieving, as a strong capability type of the individual, the capability type that exceeds the first predetermined criterion;
- (c) accumulating the capability amounts of the respective individuals in the organization for the respective capability types,  
comparing the accumulated capability amount with a second predetermined criterion for respective capability types,  
retrieving, as a weak capability type in the organization, the capability type of the accumulated capability amount that falls below the second predetermined criterion for the respective organizations,  
retrieving, as a surplus capability type in the organization, the capability type of the accumulated capability amount that exceeds the second predetermined criterion for the respective organizations;
- (d) if the retrieved surplus capability type in the first organization matches with the retrieved weak capability type in the second organization, specifying a specific individual having the strong capability type that matches with the surplus capability type in the first organization;
- (e) outputting a result of the step (d) as a candidate for moving to the second organization in a predetermined output form with an output device of the computer.